

Town of Hudson New Hampshire  
Minutes of the September 1, 2022  
Joint Meeting of the Board of Selectmen & the Hudson School Board

CALL TO ORDER - by Town Moderator, Paul Inderbitzen the meeting of the Hudson School Board and Hudson Board of Selectmen at 6:30 p.m. in the Hudson Community Center

Town Moderator, Paul Inderbitzen said let's call the joint meeting of the School Board and the Board of Selectmen to order. And we have with us today the Hudson Women's Club, who are going to be providing the refreshments so you can avail yourself. And also they will the cards that you could write questions on. And any time you want to just go over there, if they're walking around with them. So if you want one, just give them a "hi" sign and they'll bring those questions up to me. So at this time we'll start with the Pledge of Allegiance.

PLEDGE OF ALLEGIANCE led by Hudson Women's Club member Laurie Jasper

ATTENDANCE

Board of Selectmen: Brett Gagnon, Bob Guessferd, Vice Chair, Marilyn McGrath, Dave Morin, Kara Roy, Chairperson

School Board: Ethan Beals, Mike Campbell, Maureen Dionne, Gretchen Whiting, Chairman Gary Gasdia

Town Staff: Steve Malizia, Town Administrator; Paul Inderbitzen, Town Moderator; Jess Forrence, DPW Director; Scott Tice, Interim Fire Chief; Tad Dionne, Police Chief; Chrissy Peterson, Recreation Director; Brian Groth, Town Planner; Linda Pilla, Library Director

School District Staff: Dan Moulis, Superintendent; Kim Organek, Asst. Superintendent Curriculum, Instruction & Assessment; Jen Burk, Business Administrator; Rachel Borge, Director of Special Services; Terry Wolf, Dir. of Strategic Engagement & Communications

Opening Remarks

After the Pledge of Allegiance the Town Moderator went on to say, I was going to use the scoreboard as a number of questions for the Boards, to see who had the most questions. But they wouldn't let me. I want to thank the School staff and the Town staff. For all the work they put into setting up this display here so that people can come in and have a chance to ask questions and see what's going on. You'll hear more about that as we go along. At this point, I would like to recognize Chairman Kara Roy of the Board of Selectmen for just her opening remarks.

Kara Roy, Chairperson of the Hudson Board of Selectmen said, I want to thank the Women's Club for supporting us. And Mr. Inderbitzen, the Moderator for coming here. The employees from both the School and the Town for all the work they did setting up. And I want to thank Gary Gasdia for all the work he did to help coordinate this and then for all you folks for showing up. I hope we get some good questions in and get some insight onto how the citizens feel. So I just, you know, these I think these kinds of events are amazing where we can interact with each other and get a sense of what's going on in the Town. That's all I have.

Gary Gasdia, Chairman of the Hudson School Board was then recognized by the Moderator and said so I just want to echo everything Chairman Roy said, you know, big thanks to everyone at the Town and the Schools for doing a lot of work to get ready for today. And to Chairman Roy for her

partnership on bringing this together. And of course. Moderator Inderbitzen and the Women's Club. The most important thing for this is, you know, last year we started with a joint meeting, we got some feedback and then the results of that feedback is what you see this year. We're hoping everybody here does ask us some questions. That's important. That helps. This is an opportunity for us to hear from you, and that can drive the entire Town of Hudson to be better. And then we'd love to hear feedback on this event. So if we do this again next year, we can make it even better. So with that, back to you.

### **State of the Town**

The Town Administrator was recognized and said Thanks, everybody, for coming. My name is Steve Malizia. I'm the Hudson Town Administrator. I've been asked to give some brief remarks on the State of the Town. I think I'll start off with this is the second year in a row that the Town is operating under a default budget. It's been very challenging, but the Department Heads and the staff and their employees have worked hard to provide the same level of service that our residents have come to expect from the Town.

Looking forward to the next year, the Board of Selectmen understand the uncertain economic times with high inflation cost of living, and have directed Department Heads to submit level funded budgets for Fiscal Year 2024, which starts on July 1st, 2023. But the deliberations will start in October and are open to the public and will once again be televised. So I encourage everyone to attend or tune in to see how the budget gets put together. Remember, this is our town and our budget.

Some recent highlights for the town include the voters approving the expansion and renovation of the Hudson Police facility at Constitution Drive. The building has been in use since 1996 and is seriously in need of expansion and renovation so that our Police Department can continue to provide the excellent level of service that our residents have come to rely on. The contract for this proposal was competitively bid and the contract was awarded to a local company, Northpoint Construction. At this point the work is scheduled to be completed by February of 2024.

For those of you who go to the Town Transfer Station, dispose of bulky items or yard waste, you've probably noticed tremendous improvements to that facility. With the reconstruction of the wall and other improvements, residents can dispose of their items quicker and safer when they use the facility. And this project was 100% funded using American Rescue Plan funding without any funds coming from the Hudson taxpayer. In addition to this project, American Rescue Plan funding has been used to replace failing drainage infrastructure along Flagstone Drive and is being used to replace a culvert under Lowell Road near Central Street. And again, these projects are being done without any funds coming directly from the Hudson taxpayer.

The Town is completing the communications upgrade project that was started several years ago, and the final phase of this project was to install new radio towers at the Police Station, the Central Fire Station and the Transfer Station.

And the purpose of the project was to improve communications for our Police, Fire and Public Works departments and to provide for interoperability between our emergency services department and to get Public Works on the same bandwidth as the Police and Fire Departments.

With the voters' approval, the Town split into two voting wards and successfully conducted the last Town Election at two polling places. As a reminder, there is an upcoming primary on Tuesday, September 13, 2022. Voters assigned to Ward One will continue to vote at the Community Center here at Lyons Ave, and voters assigned to Ward Two will vote at Alvirne High School on Derry Road. I'd also like to point out that many of the Town's boards and committees are volunteer based. There are numerous opportunities for residents to get involved and I encourage everyone to go to the Town's webpage to see what positions are available. Volunteers play a critical role in our town government, and we're always looking for folks to serve. So please go to our website

www.hudsonnh.gov for more information. I'd like to conclude by thanking our elected officials, employees, volunteers and our residents for making Hudson a great place to call home.

### **State of the Hudson School District**

The Moderator recognized the School District's new Superintendent, Dr. Dan Moulis. Dr. Moulis began by saying, so good evening. Welcome, everyone. I just want to start by recognizing some good news. And I would like to recognize Lieutenant Colonel Christian Cheatham, who is one of the finalists for New Hampshire Teacher of the Year. We mentioned this at our opening day teacher workshop day last week. We couldn't be more proud of Lieutenant Colonel Christian Cheatham to be one of the finalists for New Hampshire State of the New Hampshire Teacher of the Year Award as a finalist. We're very we're very proud of him. And I wanted to share that good news with all of you here this evening.

Dr. Moulis then said, a little bit about myself. Most recently I came from the Barrington School District, completed seven years of my tenure as an administrator, two years as Director of Operations and Instructional Leadership and Curriculum with the Barrington School District and the last five years as Superintendent for the Barrington Schools, prior to that have been an administrator in the Windham School District as both a building level principal and an assistant principal at Windham Middle School. I've been a teacher and educator both in New Hampshire and in Durham, Connecticut. At the middle school level and have also taught for two summers, English and history for high school students, as well as part of their high school requirements. I'm very happy to be here in Hudson to be part of this great community and look forward to our work ahead.

Dr. Moulis went on to say, so that's just a brief introduction of me. I'm going to highlight some other news and updates for the community this evening. We've completed four days to start the school year that just completed day four. We're off to a great start welcoming students back, staff back. I'd also like to note that next week we will have Congresswoman Kuster touring our CTE Center next week again highlighting our CTE Center that opened last year and that wonderful project and all the curricular programs that we are able to offer our students. Also, we completed this summer and it was mentioned in one of the Superintendent Updates a one time staff retention bonus and referral bonus to retain new teachers and also to refer new teachers to the Hudson School District. We completed a Nottingham West Roof replacement. And at Hudson Memorial School, completed the girl's locker room renovation. Also, we have a new district website with Terry Wolfe overseeing that project to increase communication complete, have transparency for the community and increase communication with all of our community stakeholders.

Some other news and updates. We've had some challenges. Like all organizations, there are some areas that are improvement. And one of those challenges is to talk a little bit tonight about teacher retention and staff retention. We did have increased hiring that occurred over the summer. As of last week, we've completed 62 new positions that we've had to hire for both teaching and for staff. So hiring and recruiting of staff has been a high priority. And then also a top priority for the School District going into this school year is updates to the Hudson Federation Teachers' contract and all contracts to be more competitive with or surrounding school districts.

Successes; I've had the opportunity to attend Hudson Old Home Days, attend different community events this summer, the opportunity to meet with the Hudson Women's Club as well this summer as part of the Hudson Police Department night that we had back in July. Lots of opportunities to meet with different community partnerships. That sense of community, that sense of spirit for supporting the schools, those partnerships is vibrant. And you can feel that as a new person to the Hudson schools. I'd also like to note the great partnerships we that we have with Hudson Fire Department, Hudson Police Department, those strong partnerships that we have with Department of Public Works. I had the opportunity this summer to meet with all of our different departments and meet and introduce myself, have conversations around security, infrastructure, our partnerships that will continue to grow, which was great.

As part of my 100 days. I'd also like to note, as part of my first 100 days meeting with staff, students and families, that community outreach is a very important priority for me as a new superintendent. Attending school events, attending community events, walkthroughs with administration, visiting classrooms, seeing what students are learning, seeing what's going on in classrooms, attending organizational meetings, PTA, Budget Committee meetings, Select Board meetings. I mentioned Chamber of Commerce meetings, nonprofit organizations, and other community meetings and events is part of my 100 days document that is available on the website.

Dr. Moulis went on to say, I'm going to spend a few minutes just to talk about school security and safety as part of our review with our Emergency Management Committee. That is priority number one. We're reviewing our emergency response plans, continuing to have emergency response trainings in consultation with Hudson Police Department and Hudson Fire Department, working with our administration, teachers and staff. And we have some upcoming trainings that are proceeding in the month of September. Reviewing school security systems, infrastructure in the schools, in conjunction with New Hampshire Department of Homeland Security, Hudson Police Department and Fire Department. Reviewing necessary updates as far as communication systems and emergency responses. How we're communicating to the public, to the community, to our parents and families.

Curriculum and Instruction Assessment this evening had some wonderful conversations with folks from the public. This evening I want to mention some of our curriculum updates, our reading pilot program that is beginning in grades kindergarten through grade four and year two of our implementation of the math and focus instructional resource that we have as a school district review and update to academic supports in both reading and mathematics. And we're in year two of Schoololgy, which is a learning management system for our schools and our teachers to communicate and post curriculum, instruction, and assignments. Year two of our Summer Scholars Program, our summer STEM program, utilizing assessment resources. Again, some great conversations this evening, talking about different assessment resources that we can use to inform instruction. Our IReady assessment, which is a district diagnostic assessment that we have in grades kindergarten through eighth grade. Our state assessment results in grades three through eight, in mathematics and reading, our science assessment, our SAT scores, advanced placement results, high school GPA and high school graduation all are part of an assessment report that we will be delivering later in the month of September to the School Board.

Dr. Moulis then said I'm going to talk a little bit now as part of this PowerPoint about capital improvement projects, both short term and long term goals. I'll start with the short term and then talk a little bit more about the interim and long term goals. Short term goals, the Capital Improvement Committee updating and presenting the Alvirne Renovation Project to address security, safety needs, school infrastructure and co-curricular spaces. This here is a site overview of the Alvirne renovation from Lavallee Brensinger Architects that highlights some of the updates to the site work that is being proposed as far as bus traffic, car traffic to have better sightlines as families and students enter the building. As part of these project priorities, there are four major priorities one safe and secure building entrances with administration, safe and secure drop off sequence, which includes some of the site improvements, improve security for high school, cafeteria for student safety, and enhanced co-curricular and community spaces with a new district auditorium and gymnasium improvements. This picture here highlights the drop off sequence and parent drop off new bus loop. That would be part of the site plan for this project. And if you'll notice here, this highlights right here the renovation that would occur with the cafeteria, kitchen and locker rooms. That would be part of this update, as well as the new auditorium space that would be located here. This is looking at the inside of the infrastructure of Alvirne High School, looking at the main entrance sequence for visitors, school resource officer, visitor conference rooms, enhanced dining and closing the dining space for safety and security at Alvirne High School. Secure main entrance with automatic locking doors and video equipment, assistant principal's office and a smaller dining space again for as part of increased student enrollment, we're looking at our enrollment and making sure we have two spaces as far as travel path for food service.

This next slide highlights the differences in the project from 2020 to 2023. So it gives you a cost comparison of the overall total cost and a breakdown by specific category. For the different sequences to this project, you'll note the key difference between the 2020 project and the 2023 project is the \$8.1 million that has been applied for state building aid. We don't know if we are going to receive that or not. Later this month, we will have a walk through with the Department of Education as part of that building aid project. But there is the potential for 30% of the project to be paid for through building aid in 2023, which is a key difference between 2020 and 2023. Again, it highlights the other renovations that I spoke to at a very high level. I'm going to pause here for a moment just to pause here, because I recognize there's a little bit of information here that I want the community to see. That concludes the short term goals as far as Alvirne High School renovation. Preventative maintenance projects also include maintaining our school facilities, looking at our HVAC systems, furniture replacement, grounds, maintenance, school fields, paving projects, etc. As also a short term interim goal. Working with the School Board on a school enrollment study for current school enrollment and projected enrollment for school facilities planning as well.

Dr. Moulis concluded his remarks saying, and then lastly, a long term goal with the School Board is approved work with Lavalley Brensigner Architects to develop long term facilities, plans for the District. And the last component that I'll mention and hopefully I'm not over my 10 minutes I may be so I apologize for that is budget drivers. So the key distinct budget drivers to note are salaries and benefits, contractual obligations and then capital improvement projects. I also want to mention funding sources. Local taxes is obviously a significant funding source, but also grant sources. Title One, Title Two, Title Four, Title Three funds and Project Aware Grant, which are funding grants that we receive as a school district budget priorities. Again, as mentioned earlier, the Hudson Federation contract is a key priority in high school renovation, reviewing staffing needs across the district. As part of our budget planning, working with the School Board and the Budget Committee is reviewing staffing across the district with our administration looking at efficiencies and priorities. And then lastly, looking at grant funding positions. We know that specifically certain grant funds, such as ESSER. These grant funds are not long term grant funds. Those will sunset at a certain point in the next year or two. So that is another area that as a school district, as a community, as a Budget Committee, as a School Board that we need to review and discuss. I'm probably over my allotted time, so I will stop there. Thank you.

### **Joint Discussion on School Safety**

The Town Moderator then said the next step in the agenda is a joint discussion on school safety. And I guess we're going to have the Police Chief and the acting Fire Chief come over. And I think they're going to sit at this table, I believe. And they're going to talk to the Boards. Chief Dionne and on his first day of work as an acting fire chief, Chief Tice. What a way to start the acting thing. So I guess I'm going to turn it over to you and with the Boards and I'll just if they have questions then we'll direct them to you. But if you guys have a presentation to start with, we can talk about that for the school. Pull those mics forward so they can hear you.

Police Chief Tad Dionne began saying I suppose I'll start it off a little bit. I'm here before you, I guess, to talk about school safety. And I will tell you, school safety is paramount to the Police and the Fire Department. We work collaboratively in order to ensure that we work with the School Department. And as Dr. Moulis put it, we've already met Dr. Mullis, we've met with him on several occasions. We've already scheduled some collaborative training between the SAU and the Fire and Police Department. Speaking for what we do as far as the Police Department to ensure the safety is as a town-wide or I should say a police-department wide, we train with ALERRT. That's our response. All of our officers are ALERRT certified or trained. Our mutual aid is ALERRT trained. Pretty much every officer in the state is ALLERT trained. And that's basically Advanced Law Enforcement Rapid Response Training. And it's what we utilize for an active shooter. We're also Incident Command trained. All of the officers with the Hudson Police Department have been trained in ICS100 and 200 with basic level incident command training. We're also it's also through NIMS, which is the National

Incident Command System. I can tell you that the schools are trained in ALICE which is essentially alert, lockdown, inform, counter and evacuate. That's a collaborative training between the police department and the school. We drill together. We drill yearly. And I would strongly suggest that all parents make sure their children participate in that because in certain circumstances they don't have to participate. But if for if we ever have to go into an ALICE situation, you don't want the student to be seeing it for the first time. You want them to understand what their role is, and we want the teachers to understand what their roles are as well. When we train with alert, we're aware that the students in the faculty and the staff are trained in ALICE and we're reacting to that as well. So it's a very important collaboration.

Chief Dionne went on to say, I can also tell you what we're doing this summer Hudson Police Department toured every single school to make sure that all of our officers are familiar with the school. We have a lot of new police officers. Some of them work late nights. They never go into the school. So we made sure that they're in the school and they get familiar and that includes all the all of our public schools, but also PMA. We also, as far as ICS went, I should say this most of our officers were already trained in ICS 100 and 200. This year, we also made sure that anybody who took it before and anybody who hasn't is also up to date on that. Our SRO's encourage the officers who are working during the day to visit the schools. We are doing, I think Dr. Mueller spoke about this, we are collaborating with the scenario based table exercises with the SAU on September 13th. Fire Department will be with us as well on that. Even though we're in the second year of a default budget, we purchased two rifle rated, two rifle rated shields for our police officers so that they never get hunkered down and can't move forward if they have to. And those shields cost \$22,000, and they were bought for by asset forfeiture, by drug asset forfeiture. Even we're not stopped by locked doors. We also collaborate with the SAU to make sure that our officers have access to all the locked doors through key FOBs. And I can also tell you that we have begun training our officers with single or solo officer rapid deployment, which is essentially as if an officer is alone, they, they are trained to act alone to stop an active shooter.

Chief Dionne went on to say that is not our only safety concern. We have a lot of instances that could come up at school that are not an active shooter situation. The active shooter situation is the high, high risk, low, low frequency. But we need to be ready for that. And we and Fire Department, we take that seriously. We are ready for that. The Fire Department and the Police Department have worked before in Joint Incident Command, Unified Joint Command, and we intend to utilize it every time we have a situation at school. I can also tell you that as far as school safety goes on our end, we're also looking at dealing with the situation with our crossing guards. We're having a hard time employing crossing guards right now. We have ten open. Ten posts that deal twice, twice a day for crossing guards. We have six of those covered or we have six of the ten posts covered. So we have four, we have four vacancies. And I think that pretty much covers it for us.

Chief Tice then said I think you about covered it. It's been mentioned, but I can't overestimate the importance of the relationship we've built between Police and Fire and the School District. The most important way that we deal with an incident is to plan for it ahead of time and not try to deal with it reactionary when it happens. And we've spent a lot of time working on that. The Fire Department, as well as the Police Department, participates in the School District's Emergency Management Committee. So we're not just it's not just I know the hot button issue right now is school shooter, but we've worked on an all hazards approach and updating the school's Emergency Management Planning. We've also trained the school staff, the principals and vice principals on Incident Command. We've got established incident command posts and procedures for any type of emergency incidents, all hazards plan. We are equipped for EMS in the warm zone. That is, the police are going to respond directly to a shooter and then as more police officers arrive we are equipped to also go in with them to start tending to any wounded or anybody that needs EMS care right there during the incident.

Inspectional Services division is in the schools every year and doing life safety inspections. We also perform the health inspections for the School District and we conduct regular training with them as

well. We participate in ALICE drills and the training we have coming up the 13th. So we continue to work on training, preparedness and building that relationship with all three of us.

The Moderator then said thank you, gentlemen. Any members of the Boards want to ask anything specific to the Chiefs? Let's do the Town first, if there's any specific questions. Yes, Selectman Gagnon. Selectman Gagnon said thank you, gentlemen for coming here tonight and giving that presentation. I think you might have touched upon this a little bit, but because it was part of the news, I want you to kind of elaborate a little bit more. What happened in Texas obviously, from my layman understanding, there was a delay in time frame. And you talked about having a single officer being trained to go in and start the process. Can you give a little bit more detail about what you've done to make sure that, that scenario doesn't happen and that your processes and training are efficient, effective and timely? Chief Dionne replied sure. So, I mean, we have three SROs that cover seven schools. So if we have an active shooter situation in one of the schools where there is a where there is an active well, where there's an SRO at the time. The typically in the way that it's the way that we've dealt with it, or at least the training in the past is you work as a team and so seconds matter in this situation. So if you already have an SRO on scene, the officer may be, the next officer, maybe a minute, 2 minutes, 3 minutes behind and seconds matter. So we want to begin training. And like I said, we've already started that training, but we want to actually get instructors trained so that they can come back here and train a whole department on it. And the idea is that if the next officer is more than 30 seconds or so away, that we have to have a single deployment. And that SRO would have to go right to that that situation and the threat and the Uvalde situation, I have a copy of one of the reports, actually, the ALERRT report sitting at the table where I was. But you can go online and read the full report or you can read the alert report to it, but it's a breakdown in command. It started at the top. There was a breakdown in command that should have been...there was many. And I'm not going to sit here and rehash the whole thing. But there were many ways to end that threat in moments, not in more than an hour. So that is a situation which the public...I couldn't think of a worse situation to happen. You know, we the public needs to hear a good ending to those situations. And unfortunately, that was probably the worst thing anybody could read about and see what happened, where there were many jurisdictions on scene and there were many leaders who failed to also take command when the district police did not and the school district police did not take command. But somebody on scene has to take command. Incident Command teaches the first officer is in command. And then they're not relieved of command until a ranking officer arrives and takes command. So there were there were plenty of opportunities to end that situation. It never happened. And but I do want everybody to understand that if the model is followed, that should never have occurred. That should never have occurred. And we're not in the business, and I certainly know that the Fire Department's not in the business to not get through a closed door or a locked door. We understand, I mean, there's one priority for the police and it's to stop the threat. Those are our children. So I'm here to try to reassure people that we understand what the priority is. And it's, it's meaningful. And it's, its priority one. And the Incident Command will grow and the structure will grow. But it's really the first officers on scene that might make the biggest, biggest difference before any or any leader is on scene. But as we show up, as the leadership shows up, we have to take over command. But that initial response is paramount. So that's what we train. Selectman Gagnon replied, thank you, sir.

Chairperson Roy was recognized by the Moderator and just a little more basic and day to day. But can you do a brief overview of what the SRO program is? Chief Dionne replied, sure. Well, our student resource? Chairperson Roy replied, yes. Chief Dionne then said most everybody has met our SROs. They're more than....their priority is not...they're not there to ensure that crime is not committed at school. That's not their job. And if anybody's met our SRO, as you know, that's not their job. It is a function. It is one small facet of their job. Their job is they're a mentor, they're a leader. At times they're a friend. They are an advisor to students and advisor to staff. There are certain situations where in our MRO with the SAU that they fall under the direction of the faculty there. There are certain situations where they fall under the direction of the police. Ultimately they work for us. They're police officers, but their role is so multitasked at the school. And I can tell you we get nothing

but positive feedback and we have our SROs have an incredible relationship with the school. Just in what I get for feedback. But also, I mean, when our SROs are on a weekend and something's coming up and maybe one of the children is falling through the cracks, the SRO gets a phone call and then they're calling the supervisor and they're saying, hey, can you guys roll with this? And so there's a personal relationship there to where even when our SROs are off duty, they're still working. They're still working for your children. And certainly, I know the teachers are still working for the children because they're reaching out to our SROs on a weekend. And I think nothing shows it more than that during the pandemic when we were losing some of our children, because there are actually some children that, that only structure comes at school. And we had our SROs, even though they had other assignments, they were they were personally trying to go door to door for some of the kids that were we were losing touch with. And it was a partnership again with the school where at least there were we had people that working for the School Department that was telling our SROs, hey, haven't heard from this person not turning anything in, we're not getting any feedback. So we at least were able to touch base with them and try to bring them back in. In a nutshell, this they have so many different roles that are so important. And yet one of them is to make sure that the students that really want to be there do get a great experience as well by making sure that the crime is reduced at school as well. So but they do have many, many facets. Thank you for asking that.

Chairperson Roy then said the other thing I think is sort of a worthwhile discussion that's come up a little bit is the funding. So right now, the Town funds both Crossing Guards and SROs, correct? Chief Dionne replied, that's correct. Chairperson Roy then said so I guess I'd like to hear some inputs from both Boards about if we want to continue that model or if there's another model that we want to pursue on that.

School Board Chairman, Gary Gasdia said I guess just to follow up on that, I really have two questions about the SROs. One is, you know, if we believe they're vital and I certainly do. Do we have enough? Number one. And number two, is this the model that other towns have with regards to the funding? Right. Because it seems to me like if it's vital, then and we want to I think we definitely want to continue it. But if we want to increase it, that should be a joint discussion. But is that even a model we can have? That would be my question. Like, are we able to do that? Do others do it? How do the other towns operate with their SROs? Chief Dionne replied, as far as the student resource officer goes, do they fund it outside of the town? You mean is the school involved in funding? Is that what you kind of asking? Chairperson Roy replied, yeah, Should it shift to School or should it stay at the Town? Chief Dionne replied, sure. So I can I can actually dive into that deeper and get an answer to you. I don't want to speculate, but I do know that there are many police departments that do it. How we do it and the town is is funding that. So we try to figure out administratively, do we have enough student resource officers? We're able to cover the schools for the most part in the in what their, what our MOU is. Right we have an agreement and we're able to I think we're able to do that legitimately. The issue comes into the point is, if I if I could if I could in my budget, if I had if I had the ability to have more SROs, I would because I would love to have one in every school. And I guess it's a question for the taxpayer ultimately. Is the school safer with an SRO in it? And I would say yes, it is. And I think those of you who know our SROs probably know that they are vital. But but ultimately, I would do it for the safety reason. I think they're safer with it. I believe in that. But, are we are we able to get our agreement done? Yes, we are able to get our agreement done. As far as what our our MOU is with the school. In other words, if I need an SRO to go from H.O. Smith for one reason over to over to Hills Garrison, they able to get that done during the day and if they can't, for some reason we'll send an officer there to assist or another SRO. Right. But we try to keep two in two spots where they're really vital. That's the high school and at the middle school. So, you know, John, Mirabelle is pretty much always at high school and Jason Downey, is pretty much always at the middle school. So and then we have Casandra Avery kind of floating at our elementary schools. So it's a tough question. And I wish I could just come right out and tell you this is the model that everybody is following. I don't have that answer for you. I do believe they're vital. And I would if I had the budget for it, I would. As a matter of fact, I looked at grants this year, to your point about funding. There is a cop's grant for SROs. And we looked at it and past grants generally would fund a police officer position for three years and then it's on the town. Right. So this particular grant doesn't fund the police officer for three years. It funds part of the police officer for three years. And each year it's



diminishing. So it's actually a diminishing amount that's being funded, which means the town would have to pay more on the back end as you're going on. And it required us to be fully staffed. And that's a, that's a major challenge. I can't be fully staffed because we're in second year of a default budget. So I can't be fully staffed and if I could, I can't tell you I would be, because we have to get, we have to hire the best candidates in law enforcement. We have to hire the ones that fit this community. And there's not a big pool right now for cops. They're just not knocking down the door, asking for a job. We're doing everything we can to recruit them. And again, so that's if I could hire the SROs, I don't know that I'm going to get the best candidates, because there also is a very, very small pool of candidates out there.

Chairman Gasdia then said but just to clarify, if money wasn't an option. So if money was not an option and obviously it is, we should have more SROs. Chief Dionne replied, I would love to. Yes, absolutely.

The Moderator then said Selectperson McGrath had a question of. Oh pull the mic closer so they can hear you.... I guess they're not as sensitive as we thought they were. Selectman McGrath said thank you. Thank you very much. So I have a couple of questions and I have a.... I guess the first one is. I know the answer to it. So due to the discussion about the Uvalde debacle, can you talk about the CALEA accreditation that your department gets and how that would fit in? Because I think that....it's my opinion that you're being underestimated. And because your department goes through such a rigorous overview, can you talk about that and at least allay some of the fears that people may have after that initial discussion?

Chief Dionne replied, yeah. I mean, thank you. That's a great question to. We are obviously we're nationally CALEA certified, which is our choice. Right. It's our choice to be to be nationally accredited. And I would tell you that years ago when I, when I became a police officer, I could care less than we were accredited as a junior officer. And as you move up the rank structure, why are you glad that we're accredited? Because you see how it reduces risk to the town, reduces risk to your officers, and certainly requires you to have the best practices. So if that helps, yes, we are, and I think if the question we are being a CALEA certified agency nationally, we are definitely following the best practices available to a department our size. It helps us navigate. It helps us navigate through tough situations because we have the best practices and that's how the policies we try to go on. Does it make us free from risk? But it certainly helps reduce it a lot. And, you know, there's been so much that's going on in the last few years, but obviously the whole George Floyd situation was just a tough, tough situation. Even here in New Hampshire, we felt the effects of something 1000 miles away. It couldn't have gone more smooth for the Hudson Police Department when all different agencies or entities were calling me up and asking me for all kinds of statistics as to what we do. Do we practice chokeholds? You know how many car stops you have of people of this race or that race in comparison to your town population? Well, it was so easy for me because I just pull out our yearly CALEA reports and we have all that documented already. And so I invited people to come down to the PD and take a look and, you know, I'll show you whatever you want to see. We have it readily available. And so we were able to answer questions quickly, and that helped us navigate through that. It helped us navigate through the pandemic. I mean, it helps us navigate through tough situations and it helps us navigate, you know, how we deal with the schools and even how we deal with our response to threats and aggression. Thank you.

Selectman McGrath replied, so it's such a tough accreditation process to go through, then a lot of departments don't want to go through it. I just... I want people to I don't want there to be fear within our community that this department, our department isn't up to the threats. And I think that we are. Chief Dionne replied, well, I appreciate that. We're not perfect, but we try. So and that's the best I can tell you, is that we try to follow we follow the best practices. Right. And our officers are accountable to them. And so when they do make a mistake because they're not perfect, they are held accountable. There is certainly is a burden for being clear accredited. You have to put yourself through a lot of assessment. So there's certainly a burden to it. But I will tell you that even the officers get pride out of it. They have a sense of pride that they know that they're following the best practices. And quite honestly, we when we talked about retention and recruitment, I've had officers that literally decided to

take up a job with the Hudson Police Department because they were naturally accredited. That was their sole decision, is I looked online and you were nationally accredited and we've had a few of those recently, and so that was another added bonus.

So my second... this is the second part of my question. It's aimed at the SROs. And this isn't going to be for you, Chief Dionne. It's going to be for Mr. Gasdia of the School Board. At the last session that we had, this joint session that we've had, you wanted to...you asked the question about whether or not you could have an additional comfort dog or how the how the process worked, who would share in the cost. And I believe that you stated that you were in favor of that. And so I'd like to know if that's still the case and if the School Board is willing to. Chairman Gasdia replied, I guess, I can't answer it for the School Board, but last year I did bring that up and I'll say the same thing I said last year, which is I personally would be in favor of sharing the cost. What the mechanism is, I'm not sure because you know. But as far as I'm concerned, the safety is important. Right. And the reality is, is that, you know, we're both under default budgets. Money has to be chosen. And so when we look at these things, if there is a mechanism to look at them together, I'm all in favor of it. But again, I'm not speaking for the School Board. I'm just speaking for myself. Selectman McGrath replied, okay. Thank you.

The Moderator said thank you. Anybody from the School Board want to ask questions of the Chiefs? School Board member, Gretchen Whiting was recognized and said good evening. I do have one. You talked very briefly about the crossing guards and that there is a current issue with them or having enough crossing guards. Can you speak to who can be a crossing guard? What does that entail? How do they fall under Police that that entire area? Chief Dionne replied, sure. So we obviously do vet them out. So we do have a background check process. But pretty much any adult who wants to be a crossing guard, can be a crossing guard, providing they pass through that background process, which is limited. It's not its not very extensive. But we certainly do a background process. We will train the crossing guards and we equip them with maybe it's a winter jacket, it's a reflective vest, a stop sign. And we do train them on how to do that particular job. Some areas are much more difficult than others. And you only have to look at Alvirne High School to see how difficult it is to be a crossing guard on Derry Road during school hours or any hours as a matter of fact. So there is that part of it. I went before the Board earlier this year and we asked to see if we could bring the crossing guards up to a higher rate. And the Board was very generous about that. And we were able to bring them up, I believe, three, \$3.50 more on their wage. So we're paying right now \$17.50 to hire a crossing guard per hour. Which puts us, when we went around looking from town to town, puts us in a very good position and probably higher than most at this point. I can also tell you, I don't know why they fall under the Police and they don't in every community, because that was another thing we checked. Many communities... in some communities, they don't even have crossing guards because they can't get anyone. In other communities, they fall into this School and the School handles them. I think in all the places we checked and I could verify this for you and get back through email if you'd like, but I believe there was one other community close to us that they actually fall under the police department. And then the others it was the school.

Chairman Gasdia said so, just as a follow up, so if you could get that information to us as to for both the crossing guards and the SROs, what different models there are, what the mechanisms are I think also working with the School, what's the cost? And I think then we can start to work together and look at this and start to make a decision and see what options are available to us. Chief Dionne replied, absolutely. And I think when we look at cost, the cost for us on a just the cost for us would be to hire an officer to replace the officer that we moved into, the student resource officer. We likely would never hire an officer solely to become a student resource officer. We would prefer to have a trained, qualified, seasoned officer become a student resource officer for many reasons. So that overall cost would be what our starting salary is plus benefit package just on that end. But I will get back to you. I will do a search. We'll check around other communities. I don't even know that any have a blend, but we'll see. We'll find out if that is a blended funding and what their mechanism is. Because I'm the same boat, I had no idea what the mechanism would be for that as well. Chairman Gasdia replied, great, thank you.

Dr. Moulis was recognized and said I just want to mention it's been a few years. It's probably been three or four years. In one of the prior districts I worked and we looked and there was some work that was done with school districts, surrounding school districts. SB2 towns and municipalities as far as funding mechanisms for school resource officers and some of those models they are about three or four years old now, but some of the models were shared costs 80/20%, 80% on a school district, 20% for the town or the municipality. Sometimes they were 50%/50%, sometimes 60/40%. And then in some instances it rested with either the town or municipality or with the school district. So there were different funding options. Chief Dionne and I could work, I know through the superintendent's listserv as well that information is pretty readily available. So I think we could follow up with the Select Board, the School Board working with Chief on some getting some updated data to have that further discussion. The Moderator replied, thank you. Thank you very much, gentlemen. Appreciate it. We now move to the next session of our agenda. They'll be around in case some of these questions relate to the Police or Fire, they may be asked to answer them.

### **Joint Discussion on Town Master Plan and Long Term Capital Improvements**

The Moderator said so our next session is the joint discussion on the Town master plan and long term capital improvements. We have our Town Planner, Brian Groth, and the School is probably going to be Dr. Moulis talking about it. Just so everybody knows, the state requires the Town of Hudson to have a master plan and updated periodically, and that includes the school. And the Planning Board's responsibility to formulate and adopt a capital improvements program. And that includes the School as well. So it's both departments and both entities are working are supposed to work together in establishing these. Mr. Groth. I'll recognize you for your presentation.

Town Planner Brian Groth replied, thank you, Mr. Inderbitzen. Before I start, I'd like to just hand these out. (Mr. Groth handed out a document to the School Board and Board of Selectmen). So I'll start with an update to where we're at with the Capital Improvements Plan. The Capital Improvement Plan was went through an update process in 2019. And it was performed in what was the fiscal year of 2022. And it's a five year plan laid out from fiscal year 2021 to 2026. As of now, we're in the beginning of fiscal year 2023. Of the 19 projects, seven have been completed. Four are currently in progress. And eight remain. So if you look on the screen over here or in the handout in front of you. You'll see we had in the original plan, we had the projects organized by the organization by which they submitted.

So with the Benson Park Committee committed to two projects, the Haselton Barn roof replacement and the kitchen building roof replacement. Both of those are considered complete at this time. The Finance Department submitted consideration for expansion of town hall facilities. That's still pending. No solution has been or identified as the final solution yet. The Engineering Department submitted several projects.

The Engineering Department right now is working with the city of Nashua on the rehabilitation of the Veterans Memorial, Taylor Falls Bridge. Those are two bridges. The approach is to fix one bridge at a time. The outbound from Hudson to Nashua is three years older. So we're addressing that bridge first and that funding partial....some of that funding for the design came from a Town warrant article. And then there's additional funding from ARPA and also a straight state bridge aid program. The Speare Road culvert replacement we labeled as in progress because actually shortly after this plan, it needed an emergency lining. So it was given a temporary repair, but the full replacement still remains to be done.

The Lowell Road Bridge Rehabilitation project. Many people might not realize that when you're driving, say, northbound on Lowell Road, approaching the intersection with Central Street towards Town Hall, there's a large culvert under there and it's large enough to be considered a bridge. And ARPA money is being used to spearhead the rehabilitation of that.

The Melendy Road culvert replacement that is still pending and that's in line with the schedule that was laid out in the Capital Improvements Plan. Traffic light upgrades. Those were funded by impact fees, collected by development projects, and those have been completed. Since this plan was published about five lights have been upgraded with camera detection and signalization systems.

Then another pending project from Engineering is Lowell and Birch Intersection update that involves not only some consideration for a realignment of the intersection, but also there's utilities, including a culvert for First Brook running beneath that. The Planning Board did have an alternative study conducted on those that produced a series of five alternatives. But completion and construction of that project remains pending.

As we all know, the Police Department is in progress now that the warrant article passed and the School District has several projects completed. A couple of roof replacement projects. Parking lot paving. Full day kindergarten was identified when the plan was put forth with a TBD, unsure what it would require with existing facilities being used. We're considering for the purpose of this, considering that complete at this time. Then you see the remaining projects are a couple more roof replacements, a parking lot and obviously the high school renovation.

I can jump right to the Master Plan unless you want...We just closed the survey for the Master Plan update. This was an additional outreach effort. As many of you know, we did an outreach effort in the fall of 2019 that was interrupted by the pandemic. And so here we are picking back up again. And the survey received a very strong response of 725 responses, which in the scheme of population of almost 26,000, may not seem a lot, but that is actually a very strong response to an online survey for master planning purposes. And I believe it's nearly double what would be considered a significant sample size. The results are being processed right now and we'll publish those soon. If some of you are taking the survey, you might see that a lot of the questions dug a little deeper onto a lot of the common themes identified in 2019. There's going to be a follow up to that. So this is an iterative process. So as we gather information we let that inform the next step of the process. So the survey results, in looking at initial results probably going to tell us that the outreach sessions that we're going to be doing in the coming month or two should focus on land use and zoning. We're going to do, with NRPC an outreach session online, a Zoom session. That'll be on a weeknight. And we'll also do an in-person on a Saturday, similar to what we did in 2019. So if you can't make a weeknight, hopefully you can make a weekend and vice versa. The dates we're looking at are late September and October. Those dates will be finalized at the September 14th Planning Board meeting. Upon completion of that outreach, the draft Master Plan chapters, which are currently in draft form and available for review online, those will be updated. They'll most likely affect some of the recommendations. From there, the chapters will be reviewed by the Planning Board and public hearings will be held prior to their being adopted. So that's what I have. I'm happy to take any questions.

The Moderator asked any School Board members have any questions about the Master Plan or the Capital Improvement? Chairman Gasdia was recognized and said I have a couple. So couple of things real quick. So the Master Plan you're thinking will go in front of the Planning Board. So maybe by the end of this year we'll start to see that as like sort of a final document or is that only part of it? Mr. Groth replied, there are multiple chapters in the Master Plan, so there are two different approaches that can be taken. One, you review all the chapters and then approve the whole document in one fell swoop or go through each chapter at a time. And as we wrap up one chapter, you approve them. So that process could take several months. So it'll probably begin towards the end of the calendar year and I would think it would continue through the beginning of 2023. Chairman Gasdia replied, gotcha. And then at a recent Board of Selectmen meeting, you came in front and talked about potentially, I think, putting in a grant for some sidewalks to help for students that are walking to school. Like overall compared to other towns, is that something that we, we lack? I mean, I know there are some spots on the way to Alvirne, but is that is that a big concern of the, of the public, something that we should really focus on as far as things like that? Mr. Groth replied, the concern for sidewalks in particular has been coming out strongly as a concern. I will say that the completion... every community is unique. And when it comes to our challenges, here

we have some sidewalks and some network, but there's many gaps within that. And so the grants that we put forward that still have to go through a long process to reach the finish line are intended to fill some of those gaps. In particular at the Border Select meeting we discussed the filling the gaps along 102 from approximately I'll call it the triangle area where Town Hall is traveling north, south to Hills Garrison, Rogers Memorial Library and obviously Alvirne High School. Chairman Gasdia replied, gotcha. Yeah, that would be, that'd be great if the grant came through.

Mr. Groth replied, yes. And I will have to be presenting that for the first time to the Regional Planning Commission, who then considers all the projects listed regionally and does their own prioritization. So I intend to present either a slideshow or a video showing that, you know, it's particularly needed for students walking to school. Chairman Gasdia replied, great. Thank you.

School Board member Gretchen Whiting was recognized by the Moderator and said so the list that you gave us on the Capital Improvements Plan. I think it's a great visual to see both the Town and the School what's going on. With the Master Plan when that gets finalized, how will that impact what is on this list? Will it impact it? Will things be added removed and will it extend?

Mr. Groth replied, I would consider the Master Plan document as a, a guiding document of policy and a direction that the community wants to head towards. So moving on from that, the committee may identify additional Capital Improvement projects that would be added to that plan. But that's the evolution of it at this time currently I don't, I don't have anything in the Master Plan to add to that, but it is to generate that discussion and move that discussion forward.

Ms. Whiting was again recognized and said and if I can, one more. So one of the things that I know was discussed between the Town and the School District and I just kind of want some of the feedback on it was trying to take some of the things that need to be done with warrant articles and kind of going District, Town, District, Town. Do you see that as something that is working? Is there an improvement to it? How do we communicate out what we're trying to do with that and how did we determine doing that, what has been completed, what we're doing now and what's next?

Mr. Groth replied, when the Capital Improvements Committee initially finished the Capital Improvements Plan it did include sort of a scheduling of alternating project tiers not necessarily School and Town, School and Town. But in order to create a steady, predictable capital costs on an annual basis, rather than having a low in a high, rather than having spikes. But of course, things change. So funding sources that we hadn't foreseen then came forward that sort of moved projects along a little quicker than they would have been otherwise. I think it's a good mechanism to plan forward and to communicate. That idea of scheduling projects in a certain way. So yeah, I think it's a good communication tool at this point. But I think, you know, you'd have to every several years we'll have to revisit sort of not just an update to what's been done, but take another look at what new projects might be on the list too. So every time that's done, I think it's good to use that as a way to communicate to the voters what could be expected. Ms. Whiting replied, thank you.

Selectman McGrath was recognized and said I have a couple of questions. One for Mr. Groth, the Visioning Sessions. You said that they're going to be on a Saturday morning and a Wednesday evening. Is that correct? Who's going to be leading those? Mr. Groth replied, it will be an NRPC staff myself and likely some Planning Board members. Selectman McGrath replied, okay, so you are going to be there? Mr. Groth replied, of course. Selectman McGrath replied okay.

Selectman McGrath then said and then on the list of projects that are here, could any....So if those were approved to be on the Master Plan, those projects, could those be a guidepost for the Planning Board members when they're assessing a project and their impact to the Town to collect some sort of fees? I'm waiting for Mr. Gagnon to be finished. Are you done? Okay. Selectman McGrath went on to say so can that be used as a mechanism for the Planning Board members to assess whether or not they should request fees from the developer? Whether it's I know it can't be impact fees if it's not roadway projects, but they have other offsite impacts that they could be assessed fees for. Is that correct or has that changed?

Mr. Groth replied, no, so some projects require offsite mitigation, which are essentially improvements to roadways or other systems that are required by that are needed in order to actually build their development. We also have an impact fee system for traffic and we have an impact fee system for schools. So yes, the impact fees can be used for instance, we use them for the traffic light upgrades. Also, the school impact fees were used to offset the cost of Hills Garrison. But every so often we'll have to revisit those too see what we can continue to collect or if there's different types of impact fees we could start collecting instead. Selectman McGrath replied, thank you. That's all I have.

Selectman Gagnon was recognized by the Moderator and said, Mr. Groth, I have two questions for you. One, I think is a little bit more technical and easy, and one is a little bit more open ended. Which would you like? We'll go with the technical easy? Mr. Groth replied, yeah, let's start there. Selectman Gagnon then said so to start with and please forgive me for the people in the audience, I'm just taking notes on my phone to remind me of the questions I would like to ask. When you talk about doing that survey, the last we talked, I think you said 300. So here to here, 700 is excellent. Do you? I don't remember. But do you actually retain the age bracket of the respondents so we can see? Are you getting a wide range of ages, putting in their opinion about how Hudson should grow? Mr. Groth replied, yeah, there's a couple demographic questions. Obviously, all questions are voluntary, but it does... One of the questions was what age bracket you were in. And there's a question about. Male, female prefer not to answer other. There is a question on are you Hudson resident? Are you a business owner? Are you both? Are you elected official? You know, sort of check all that apply situation. Selectman Gagnon then asked and do you think you received equal amount of responses from generally all those buckets? So do you feel like the response isn't one targeted audience that it's a good wide range to give you some direction? Mr. Groth replied, well, the under 18 group was sorely lacking. We could use more response from our youth, but there was a large response from 35 to 45, 45-55, 55-65 and 65 and up. Whether or not it's totally reflective of how those demographics relate to our overall demographic. We just got those results in and they still need to plug through that. Selectman Gagnon replied, thank you, sir.

And so the second one, a little bit more theoretical of sorts, you know, not getting into too much detail and project specifics. But, you know, Hudson has kind of come alive lately with various large projects that have spawned a lot of opinions and as someone who supports conservation, the protection of our natural resources. Can you tell me a little bit about what you do in your role to balance the need, and there is a need for commercial growth and so forth, but also the need to protect our natural resources. What do you do? What do our ordinances do to help balance that, to make sure that we still kind of keep our character and keep the beauty of our Town while still growing where we need to grow?

Mr. Groth replied, sure. Well, there's a there's sort of a technical facts and figures side of my role and a more open ended part of my role here. And the technical end is when you're looking at the land use policies, regulations and ordinances we have in place and whether those are not my regulations or not my ordinances that are the Town of Hudson's. So part of the role is reviewing development applications in the context of those ordinances and regulations. The other side of the more open ended would be things like the Master Plan effort and getting more community input, doing the Capital Improvement Plan, looking at reforming our regulations, which is another effort that the Planning Board has been undertaking, is an audit of our land use regulations to identify where we have some inconsistencies, some redundancies, so we can get back to a foundation of a clear set of regulations that we can build upon. And in that sense, that's where it's more of an effort of listening and seeing where the community would like to effect change and then taking that input and providing the technical finger on it to turn that into regulation. Selectman Gagnon replied, thank you.

School Board member Ethan Beals was recognized and said I just had a quick follow up on Selectman McGrath's question earlier. I know in Nashua, in prefacing it with we discussed at the beginning the need in the sidewalk concept of some of these connections being a something that you're seeing a lot in the Master Plan. I know in Nashua, I believe their regulations required developers to construct sidewalks. If there's no sidewalk in the area, then they can contribute to

what's called an in lieu of fund, which the City then uses to construct sidewalk in other parts of the City to provide some of these vital connections. Is that something that Hudson could look at or could potentially be available? Mr. Groth replied, yes. It's something that Hudson, in my opinion, should look at and we've talked about this on a staff level is what we would need is and what Nashua has is a capital reserve fund for sidewalks. We need a home to receive sidewalk contributions. Currently, our subdivision regulations do require sidewalks when constructing a new public street. But the issue we have is we like I mentioned earlier, we have gaps in our existing sidewalk network that should take precedence or take priority, especially in terms from a maintenance standpoint and upkeep. It's going to be a lot more efficient and economical to maintain a continuous network than to maintain a fragmented one. So I think it's something that Hudson should continue to look at. And I think one of the...one of the first steps there would be to establish a capital reserve fund for sidewalks.

The Moderator then said thank you. Thank you, Mr. Groth. We're a little bit over our time schedule, but we're going to we can we can add on at the end if we want.

### Open Forum Question and Answer Session

The Moderator then said we're going to go to the Open Forum. What I'll do is I'll have the questions. I'll try to rotate them around if I can, and I will direct them to the Chairman of the School Board or the Chairman of the Selectmen. And then they can if we need... I know we'll have a couple for Police and we've got one for Highway. So maybe I'll get them to come up when we start in to that end because I know they'll be answering it not the Board members, but this is for you.

Let's go with a question. Can the Board of Selectmen and the School Board provide a status of the committee formed for the joint purchasing? Was it a success, a failure or what? It was a committee formed at one time.

Chairperson Roy replied, I think it's been formed a couple of times and it when we started to look at things on, many of the things were already being done as a joint. Like paper purchases. Those kinds of things are already being done. May there be an opportunity in the future to look at some larger purchases as joint purchases? You know, that's, I guess, a tale to be told.

The Moderator asked, does School Board have any other? Ms. Whiting replied, I think what they're referring to is, is the Cost Savings Committee is I think what they're referring to. And we did meet a few a couple of years. And as Chairman Roy stated, there was a lot that was identified that was already a large savings due to the types of contracts. And there was there would be difficulty moving some things over based on the length of the contract. I know the Town does things in conjunction with other towns where the School District has its own method, so trying to find cost savings methods that way. There were a few things that we were able to identify. I'd have to go back and find out what they were, but for the most part, there wasn't a lot that could be saved by doing the joint purchasing, if that's what that is referencing.

The Moderator then said we have a couple of questions for the Police Chief if he wants to head up this way and actually for Public Works, if Mr. Forrence, our Public Works Director, because I know that they're going to refer them to them. These are very technical questions. Chief (Dionne) question is what is actually two questions related...what is the most pressing issue of crime in Hudson and how are we dealing with the drug situation in our schools?

Chief Dionne replied, okay, so, well, actually the narcotic situation. Well, drugs in general is one of our probably the most pressing issues in Town. It's global. It's an issue in in New Hampshire in general. If you look back a little bit before the pandemic, it was the epidemic in New Hampshire. And it still is. Not much has changed. Narcan has saved a lot of lives, but the drug overdose situation has not depleted. So that is one of our major issues we are dealing with that. We have a narcotic unit and

I have two, two officers who are actively assigned to a narcotic unit. And they also pull from some resources on patrol and definitely some of our detective resources in certain areas. But our narcotic unit is if I had two more officers, I would have I would also say I need two more and two more. Because they're busy around the clock. It's non-stop. It's just one of those things that if it's been highly successful so far. And having the narcotic until it was actually started by Chief Avery and it has been an unbelievable program. So that's what we're dealing with, the town-wide. That's the situation we're dealing the town, I mean, in in the School we try to identify situations of any type of drug problem we have in the school. We collaborate with the School Department. We are also up against current law changes as well. So when we do deal with issues like that, they start with, they start with the juvenile probation system, not necessarily the police. But drugs. There are drugs in school. We do work on it and we are actively engaged in investigating any drugs that happen. And it's a collaboration with the School Department as well.

Chairperson Roy was recognized and said so do we participate in any either diversion programs or programs that help at the user level get rehabilitation and those kinds of things? Because it's obviously we're never going to arrest ourselves out of this epidemic. Right? Chief Dionne replied, you talking about the juvenile level, correct? Chairperson Roy replied, overall, just...Chief Dionne replied, so on the on the juvenile level, the idea obviously is help. Right? It always is. They deal with the juveniles as almost that sometimes they're a victim of themselves and we want to get them back on track. And so there's no... the system in New Hampshire is certainly not to... there's no pathway down into the prison system. That's not the way the New Hampshire system works. But the as far as the drug epidemic goes, I think you could argue different...you could argue that two different ways. The way I look at it is you can't stop the enforcement end of it. But you always want to, you always want to have a two front battle. You want to be dealing with treatment. You want to be dealing with the addiction. But you can't stop the enforcement end as well.

And a good example, a few years back, the law changed where there was an immunity during an overdose. But the spirit of it was that if I was a user and I was having an overdose and I called 911, I wouldn't be charged with anything. Right. Good idea. The second one was that a witness walking by saw just a bystander, any bystander, whether they were participating or not. They were a bystander and they saw that as well, that they would never be charged with a crime for that. And that that was the spirit of it. And it was smart I think it was a good, good law. What it really turned into was that any time we go to an overdose call that whether someone had nothing to do with it, if they're in possession of drugs, we can't charge them, even if they have nothing to do with it. So that took a little bit out of our hands. And I'll explain it to you this way. In my experience in law enforcement, we don't put people to jail. We don't put people in jail based necessarily on possession charges. They end up going to jail because they didn't get, we offered treatment and they don't go to treatment. And then what they're doing is they're in violation of a court order. And/or they maybe they steal from their family or they steal from their friends or neighbor or someone else in order to feed the habit. And that usually is the charge that eventually will get them into jail. Not necessarily...it's generally not... I, I have never seen I've never been to a trial where somebody get a drug, a jail sentence after a drug charge. I'm not saying it never happened. I've just never seen that in my career. Usually there were mechanisms in place to try to help get them treatment. But, yes, we have to deal with addiction. I believe that 100%. But I also believe we have to continue to enforce and that enforcement we try to do is attack the source.

Chairperson Roy responded saying right. And that's what I'm talking about treatment at the user level not the not the dealer level. Chief Dionne replied, so we do enforce the laws, whatever they may be. But what our... the way we try to work it is to get back to the source, you know, so we try to educate people, we try to help with the addiction end of it. And then we also want to... we also want to put a dent in the source and/or prosecute that that source, that that's our goal. Chairperson Roy replied, Okay.

The Moderator then recognized the Director of Public Works, Jess Forrence. Two questions. One quick one. "What? No longer taking waste oil?" The Moderator then asked, is that something that the Town did at one time? Mr. Forrence replied, yeah, we did take it and we were it worked out very well



for us. But over the years, people are getting lazy on just bringing in motor oil. We would find containers with antifreeze in it. It would be contaminated with all kinds of things. And it comes back where we were getting charged for contaminated oil. It got so bad, they wrote us up, Clean Harbors, the people that that come in and take it from us said if this happens, you know, a few more times, we will not come and take your oil anymore. And then we'd be, you know, in a tough, tough place to get rid of with all the equipment we have and the oil changes we do. This system works out pretty well right now. So we closed it to the public. We just keep it to ourselves. A lot of the auto part places will take the used more motor oil when you go to buy it, keep the container and bring it back. It's just that we're not going to do it anymore. The Moderator asked, so if somebody calls you, you can direct them to where they can turn it. Mr. Forrence replied, correct. Any auto place around will take it from you.

The Moderator then said the other question was trees and cul de sacs. Can they be trimmed high enough so the trucks don't hit them? Mr. Forrence replied, well, of course, absolutely. You know, we don't want to hit them either. It takes a while to get around to everyone. Thanks for the question, Rob. But it does, it takes us a little bit to get on every street in town to take care of it. And we try you know, if a school bus can't make it, then a trash truck can't make it, then a plow truck can't make it. So trash truck is probably on that road more than a school bus is. They're on it every week picking up the trash on it. So we'll get a call from them to saying, you know mirrors are hitting so forth. So we try getting out there to the cul de sacs that are kind of tight. We try.

Thank you very much for the schools, Mr. Gasdia, how come we don't teach our kids to dress for success? It's a question of a dress code? Mr. Gasdia replied, I mean, you know, I think I think it's it is a question of a dress code. And we do we do have a dress code, right? I mean, you have to dress appropriate. But when I say appropriate, what's appropriate to one person is very different than what's appropriate to someone else. And so there are students that have been sent home. There are students that have been asked to change and things like that. We do have a dress code, but it is not like it used to be, I will tell you that. We have a policy on it, what the dress code is, but it is not as strict as it may have been in years past.

The Moderator then said suggestion for the Boards. Can we include the Budget Committee representative for future meetings? Something to consider is having a presentation from the Budget Committee. I think that would be something.

And then the other question was, shouldn't the Town and School have two separate meetings?

Chairman Gasdia replied, so just to two things real quick. To the first question that you asked. We actually, at the start of this year, as we were starting to think through this, we did think through, you know, how big should this be? How many boards should we invite to this? And, you know, we want to hear the feedback, but it very quickly became, okay, we do this and you invite the Budget Committee and then, you know, what about the Planning Board and what about the Conservation Commission and all of that? If there's...if we feel that... if the public feels that that's feedback for next year, please let us know and we'll adjust. But it did cross our minds. In fact, I think we did reach out at one point to the chair of the Budget Committee and the Planning Board as we were starting to put this together. But that's where we decided for this.

And as far as separate meetings, every other Monday, there's a School Board meeting, every other Tuesday there's a Board of Selectmen meeting. Feel free to go to each as much as you want. For those of us that go to both, it's a lot. Love to have some company.

Public Works Director, Jess Forrence was recognized and said I had some people come over to the desk looking at the two items that I had brought in. ones with the transfer station, looking for the next couple of years to develop something and then the future of it. And let me say first to put a dollar value on some of this stuff. When we went into our new contract, July 1st, the contract went up \$435,000. The year after that, next year, it will go up \$73,000. So by the time the five year deal we have right now is up, the trash contract would have cost the town, the taxpayers, and \$11 million and

growing with all the houses they put in. You know, they're talking houses any place you can put one. So Town Administrator, a couple of Board members said, you know, what can we do? Where can we go with this? So we had some ideas. We did some research on it. Other communities around here are doing Pay as you Throw. What we would like to do is set up something that, please bring your tires into us. Don't throw them on side of the road. We will charge you \$3 to get rid of them. If you don't, if you buy a new refrigerator, please pay the \$10 and have them take it from you. We don't want it, but if you do happen to bring it in, we're going to charge you some money to take care of it because we have to take the Freon out of it. We have to make it so we can dispose of it. So there's a Pay as you Throw. Every town around us has it. Litchfield has it, Londonderry has it, Pelham has it. They're trying to cut down on the cost of trash, and this is the only way we can do it.

And it only affects the people that use the transfer station. I can't believe many people come up there and said, I've never been. I almost feel a little bit insulted with the amount of work we did up there. But and then the future of it, I've been to a number of communities in, in the state where they have their full blown transfer station, where they have set of scales that are set up in, on one of the pictures is the green area, where they have and I'll just use some names, Waste Management come in and dump in their facility, which would be our facility. They get charged by the ton and then we'd charge a lot more than what it cost us to get rid of. But the communities I've went to, the transfer station is totally funded by trash. No tax dollars. Nothing coming out of anything else. It's still going to cost you to bring things in there, but the people that use it will pay for it. And then looking for other companies, private companies to come in and dump there is where the money is. So we're going to explore that to whether it goes forward or not. It's between the five members here and the taxpayers. Cheap to get going now, but in five years, spending \$11 million dollars, you really got to look at it. And trash isn't going away. You know, just because you put it at the end of your driveway doesn't mean it's cheap. So something to look at. And don't be surprised when things come forward because they're going to have to do something.

The Moderator then said School Board, what is Hudson doing about the deficits in reading and math due to COVID? Chairman Gasdia replied Superintendent Moulis if you could take that. Superintendent Moulis replied, so looking at deficits, academic achievement specifically, we utilize our district assessment, which is IReady to inform instruction. As mentioned earlier, looking at academic interventions specifically in the areas of reading and mathematics, we recognize because of the pandemic, there were interruptions that occurred to learning. So what are some ways that we can have that catch up academic growth both in reading, in mathematics? Having interventions that are specific to the area that needs improvement, whether that is in reading fluency, reading comprehension, decoding, vocabulary acquisition or mathematics, math, fluency, computation, problem solving. So making sure the academic interventions is specific to what the student or student's needs, and having small group instruction that is tailored to meet and help those students have that academic success and growth based upon what we saw in the pandemic with those academic interruptions.

The Moderator recognized Interim Fire Chief Tice for the next question. Does the EMS arm of the Fire Department spend more time teaching citizen prevention than as they do with fire suppression? Interim Chief Tice replied, we don't really have a way to quantify that. I will say we do teach CPR classes to the public. But I don't I wouldn't say that we spend more time teaching EMS than we do fire suppression. The Moderator asked, is that a function of that EMS arm? Interim Chief Tice replied, I mean, we provide both... we provide both services. So I don't really understand. We don't really try to track the amount of time we spend...so I don't really have a good. The Moderator replied, perhaps the questioner had whether or not they had some idea that they were spending more time on one thing than another. Interim Chief Tice replied, whoever asked the question if they want to contact me, I'd be happy to discuss it. Maybe I can understand the question a little bit better and give them the answer they're looking for.

The Moderator replied, thank you very much. And I should remind everybody too if anyone has specific questions, because we probably aren't going to get to all of these by 9:15 that they can certainly call the offices. They're willing to listen to you. And the Board members, you all have their

numbers and emails and they will be they can all be asked questions as well that I'm sure they'll bring up to their meetings. Thank you, Chief.

The Moderator addressed Superintendent Moulis with the resident question, high academic achievement is often frowned upon and ridiculed by student peers. How can you change this and or what are your plans to change this and making high academic achievement a greater priority and desire? Superintendent Moulis replied, so again, as part of our School District priorities, looking at targeted interventions for students and again, part of that is professional development. Part of that is using the data and utilizing the data to inform instruction. Every 6 to 8 weeks having a progress monitor check on students in the areas of reading and mathematics as well as in writing, and that that should be part of the primary focus, part of that, that culture, getting to the second part of that question is having as part of administrative meetings, team teacher meetings, review of the assessment results. Also as part of School Board meetings, making that information available for our School Board and to the community. As part of that transparency on how is the School District doing on academic achievement and what are some areas that are areas of strength and what are some areas that need to be improved upon. And that needs to happen in measurable, actionable items as part of as part of goals that are created. The Moderator replied, Thank you.

The Moderator then read the next question to the School Board. My kids and their friends do not like the block schedules. They can't take the CTE classes because of block class's press up their day. Is there data to support this type of schedule? Do teachers have input where they considered and can you change this? School Board member Ethan Beals replied, just speaking from experience, I was fortunate enough when I was in high school to have been part of the change from a full normal 45 minute period day to what we now have referred to as the modified block, which was the past last year's schedule two days a week. And similar to how I think some people think right now that the world was ending at that time when I was a senior and we were doing two days of Block Day, my world was absolutely ending. I was not going to be able to focus in my science and math classes, but after a couple of months, after even one month, a couple of weeks of school, you realize it's not that bad. It's not an uncommon schedule type. When we looked around in a lot of surrounding school districts, really, I'd go as far as to say that the majority of the similar school districts in terms of size and location that we are in, a lot of them have block. It wasn't a process that just popped up out of nowhere. The initial process was actually kind of spelled out a little bit in the previous teachers' contract that there was going to be a committee formed to basically study that. And that process did take place.

In terms of the CTE classes in not being able to attend some. I know we're in a fortunate position where the vast majority, nearly all of our CTE classes are really at capacity. And I think that's a direct relation to the strength of the CTE programs that we have. You know, we heard a lot as a Board, I think, from administrators that the block schedule is actually going to give some added flexibility in terms of taking the class that you want. So specific to the question, I'm not sure why that specific scenario prevented somebody from taking a specific CTE class that they would want. But I would encourage them to work with their counselors, work with the administration team to try to schedule some of those. Because we did hear as a Board that and there was more detail behind it that that block schedule actually gave greater flexibility to scheduling specifically CTE classes.

The Moderator then said the town side why is the Town Clerk's office not fully staffed? They close during lunch. That's when I do errands. Selectman Morin replied, the reason it is not fully staffed and I know there's been some comments in reference to it being closed coming up. The reason it's coming up, we have one employee in training and at this time, there are certain evolutions in that office that she cannot complete. On that day, we also have one employee that's on vacation and we have a third employee that is going to a funeral. So that leaves us very limited in manpower in there. And on top of that we have an election coming up on the 13th and they have a lot of work that they're going to be focusing on, on when that office is closed to get that ready for the election. We are having a hard time like everybody else, finding people to fill. We do have all the positions filled at this time, but we still do have one employee that is in training. So that kind of limits things especially during lunch times. We're closing for an hour at a lunch time because she can't be there because she can't

give the service to the residents that a lot of them expect. So they send two out at a time and it leaves one. So that's where we're on. It is being worked on. I actually talked to the Town Clerk today about this because I had questions myself and that's where we're at. It will only be a one day closure or with only an afternoon on the day that it's coming up. And the other employee is pretty close to being fully trained. So hopefully we'll get through this and move on.

The Moderator then said, Mr. Groth, is he still here? Oh, he had to go. Well, I'll pass this along through the Chair. Why are there sidewalks to nowhere? And who's responsible for maintaining sidewalks? I'm sure we can get that information. Chairperson Roy replied, well, I can tell you that the DPW is responsible for the maintenance of the sidewalks. I think that the other question is just a product of, it's sort of development that's that wasn't I don't, I don't, I don't want to say it wasn't planned well but it wasn't thought out I guess to include sidewalks. The Moderator said someone's building, we can make them put in sidewalks, but we can't make them put in sidewalks someplace else. Chairperson Roy replied, exactly. Which is what Mr. Groth talked about earlier is as far as putting it on a ten year plan and maybe even pursuing some additional alternate funding to close some of those gaps.

The Moderator then said question for DPW, is there a chance of adding composting to our recycling options? Mr. Forrence came forward and replied, if you've been to the transfer station lately with your grass clippings, brush, so forth, we do have an area up there that's full of grass and stuff. So we're pretty close to it. But it's not there. For us to do good composting, we've got to separate this stuff. We've got to separate all the vegetation out of it. The grass clippings are good, some leaves are good, and then put it in an area where we can turn it over all the time, not just pile it on top of one another. We've got to get the air to it. Let it rot. That's the best time to do. We're not there. Like I said, the transfer station is brand new developed. We're going to do some changes up there. And that could be one of the things brought up. I know Steve does a lot of gardening and stuff, so he'll probably be interested in the composting too. Thank you.

The Moderator then said, to the School. What happens if we don't get the state aid for school renovation? School Board member Ethan Beans replied saying the state aid process is something that is ongoing. The original application went in back right about July 1. It's a multistep process with I think earlier we had alluded to a visit by some people from the state this September. What happens then is they develop a ranking in terms of all the projects across the state that have been submitted. They develop a ranking that comes out, I believe, in January, and then based on that ranking, they then have a pool of money that is budgeted at the state level. And then come the actual bond vote any project that would be funded out of this pool of money does require a successful bond vote in Town. And so that's to say that in the past there have been, if we were, say, hypothetically, ranked number three, if the two projects ahead of us don't receive a successful town vote, then all of a sudden we're the top ranked one. So that was just a little bit of the history on that process. I think there is still discussion to be had at the Board level on what that warrant article looks like. You know, there's potential that we could word a warrant article to say that we need to, basically we would need the 8.1 million from state aid. There's a number of different ways to word that warrant article that would either rely or not rely on state funding.

The Moderator then said the School Board voted 4 to 1 for the Alvirne renovation project, being up again this year. Can we hear from the member that voted against and what their reasoning was? Chairman Gasdia replied, I think that was me. The Moderator said you knew that was coming. Chairman Gasdia replied I knew that one was coming. I had a feeling that one was coming. So, you know, just a little bit for those that don't know, I was involved in the original renovation. I believe in the Alvirne project. I think there's a lot of great things for it. And if I'm casting my single vote as a taxpayer and as a citizen, I will vote for this project. I will vote for bigger projects. I will vote for many different projects. But at the end of the day, I, I feel that right now we have a teacher's contract that is very important. We have inflation that will impact our budget. And you know, while myself, I might be fortunate that, you know, that a tax increase isn't going to hurt me, but I know a lot of people are dealing with electric bills and they're dealing with a lot of different things. And while I believe wholeheartedly in the project, I don't believe this is the time for it. And I just think that it's an added

tax burden for the taxpayers. And frankly, I'm fearful that if we put it that it puts our teacher's contract in jeopardy. That doesn't mean I don't believe in the project. I just don't believe that right now is the time to do it. And again, I feel that, you know, I'm here to represent everyone in town, not just myself. And so that's why I voted for it. It's not an indictment on the project. It's not indictment that we don't need these things. I just can't wrap my head around with the interest rates being what they are, the price tag and everything else we have going on to vote yes at this time.

The Moderator said both Town and school. I'll start with the Town, Ms. Roy. What action do you intend to utilize to facilitate the passing of your budget by the voters? A third year of a default budget must be discouraged. Chairperson Roy replied, I would... I would agree that. So I'll say a couple of things. One, that a third default budget would truly have an impact on services in the Town. And two, I think that we have in good faith put forward budgets to the Budget Committee that were modified and then put for the people. So I think that it is a, it is an issue of... cuz I don't want to shift. I don't want to shift responsibility. But it's the issue of the Budget Committee to modify those budgets to something that is acceptable for the voters. So I don't... I will invite my fellow Board members to comment.

Selectman Guessferd was recognized and said Yeah, I'm kind of in the same place. The bottom line here is that we do have increasing costs. Costs in fuel. Costs in energy. And those are not going to go away. And we do everything we can to be efficient. And we've introduced efficient lighting and other things in town here. But at the end of the game, you know, not a game, but at the end of the day, if we level fund the budget or if we have a default budget, things are... other things are going to have to be looked at. And remember, most of the budget is salaries, benefits, that sort of thing as well. But that other 20% is incredibly important. And there are things that we are going to have to really take a hard look at if we don't get this next budget passed. And I you know, I think it's the general feeling that we have to present a budget to the Budget Committee that is relatively as close as we can get to what might be a default budget. With everything going on right now, with all the things that have recently been happening. We're not ignoring the possibility of a third default budget. But I really think as Chairman Roy said, it's going to affect us if it happens. I think you said, you know, what are we going to do? You know, it's easy to say, right. But we need to educate people. We need them to understand. And we also need to try to do what we can to present a budget that is that doesn't have necessarily a lot of, a lot of of extras. We're asking our Department Heads to come to us and tell us what those things are that they absolutely have to have. So there's we're getting ready for that right now. We're starting that process and the dialogue is happening.

Selectman Morin was recognized and said if you look at the Department Heads that are here tonight, we need to show them great appreciation because they felt two default budgets. And you people don't notice the difference. But we see the difference because they tell us what they had to cut. Last year we had a discussion of tires for a police cruiser or Christmas lights at Library Park. It's to that point this year. They're going to have to make some severe cuts to meet the budget if we go to default. Selectman Guessferd said at our last Selectmen meeting that the Department Heads are going to have to make cuts this year and the cuts are going to hurt. They do a great job. The services that we all receive from them is because they do their best to keep it as low as possible, but they do need increases in their budget. If we go for a third, you're going to... it's going to hurt this year. And it's very unfortunate. And we're going to have to make some decisions. It's important for the people here tonight to understand everything we're talking about tonight costs money. Everything. And it's not us. It's you people that have to vote on that to give us the money to move forward the Town. We lucked out this year with the grants that we received from the federal government. We're going to get the bridge done. Which was voted against. We're going to get the Lowell Road culvert fixed. We got a bunch of other stuff, but if we hadn't received those grants, we'd be that far behind. We now are now in the budgets with the Department Heads. Some of their projects two years behind. So now we're going to play catch up for probably the next five years because we can't load this all onto the taxpayers in one shot to catch up. So it's very important that at least we get a level funded budget and that's why the Board voted to go level funded. We need to move on. Thank you.

Selectman McGrath was recognized and said just a couple of things. I agree with everything that Selectman Morin just stated. And we have... we, as citizens of this town, we're very fortunate in the staff that we have from the Police Department to DPW to Fire to employees at Town Hall that you don't get to see very often. They all do an incredible job and they do it because a lot of them live in Town. They're taxpayers themselves, and they take pride in their work. So I think that we're going to have... and I'm acutely aware because I listen to the news, I'm acutely aware of the circumstances within the entire country. And everybody is feeling it. Everybody is worried. Everybody is concerned about the recession that we're potentially facing. The increases in food costs. The increases in gas costs. We're coming up to a heating system, a heating time of the year where we're going to have to start buying oil for our furnaces, gas for our furnaces to heat our homes. That is going to be, I've already looked at the prices. My cost for heating my home is going to be about three times what I paid last year. Every month. So believe me when I tell you, I'm acutely aware and we as a Board, for the most part, are acutely aware of what the impact is going to be to all of us. So we're coming up on the budget season. We're going to...I look at the budget line by line. I look at what they spent last year, what they were given last year for increases, what they spent last year. So we all, we all take very seriously. So that's all that I have. Thank you.

Selectman Gagnon was recognized and said I wasn't going to comment. I think my colleagues said a lot and a lot of it I agree with fully. But listening to Selectman McGrath, I'm the kind of person I want to put out examples like some of us have done tonight. And one example that comes to light on the situation is, you know, the taxpayer may think we're raising taxes because we want to spend more money. We want to do more fun things. By no means is it coming to that. As an example, we purchased a fire truck and similar to homeowners who are doing projects and are seeing cost increase. We paid for a fire truck. It got delayed because of the pandemic and then because of all the parts shortages, they actually came back to us and said something like, we need another \$80,000 on top of the contract you already saw. So it's an example of we don't know what we're trying to find, that \$80,000 just like homeowners are trying to find money for their increased costs. And so we have to present that to you, you know, in this coming budget. We can no longer find pennies that are hidden to pay for these costs that we didn't even anticipate because of everything that's happening to both of us collectively and as individuals. So I think that's kind of an example that we've seen that played a major role this year, and I don't expect to not see more of those coming. And so that's why we really need this budget to pass so that when we do see the increases in these costs, we can address them and we're not going to put it on debt.

The Moderator said thank you. Thank you. We'll turn it to the School. Mr. Gasdia, you're doing... you're in the first year, your own default budget year, your first one, hopefully the only one. What actions do you intend to utilize to facilitate the passing of your budget? School Board member Gretchen Whiting replied saying so we work very closely with the District and the Business Administrator and do a lot of due diligence in reviewing the items line by line to ensure that we are asking for what we need to keep the education moving forward so that we can create the successful citizens of the community. We do take that and we present that to the Budget Committee, and we will expect to be reviewed by the Budget Committee and asked for further cuts. Our goal is working jointly with the Board as well as the Budget Committee that it will be a budget that is approved across the board by all five Board members here, as well as the Budget Committee members. Trying to again create something that is recognizing what the Town and the taxpayers have the capability to do, but recognizing that we have a responsibility for the education of the students.

School Board member Michael Campbell was recognized and said just an information for everyone. We added a couple of extra meetings just to go over the budget. So if people want to know how transparent we are October 17th, October 20th, and October 26, maybe even October 3<sup>rd</sup>, we'll be talking about the budget. I don't I think that might have been a little early. Just kidding. But those three other meetings are going to be just about the budget. We're going to have all the heads of schools come in. We're going to go through each and every section of our budget. It's a thick binder which will all be online for people to see. So you can watch along with us. It's probably three hour plus each meeting. It's very fun. I experienced my first one last year and we welcome everyone to come to the meetings. Watch along. Thanks to HCTV, you can sit in the comfort of your home and

watch along with us as we go through the budget. So you can follow each cut we make each question we ask to the Administration so we can be as transparent as possible. When we come to the Deliberative Session in January I hope we don't have a lot of people talking about, well, why haven't you brought this to us before? Why haven't you mentioned anything about budget? October 17th, October 20<sup>th</sup> and October 26 at 6:30, we'll be as transparent as we can.

School Board member Ethan Beals was recognized and said in terms of our budgeting process, I think our administrative unit generally tries to put the most competitive budget that they think that they can gather to the School Board. I've always looked at it. Then it's it's my job as a School Board member to really kind of grind line by line through that budget and with the exclusive goal of creating the most competitive budget in terms of cost effectiveness and still providing the services that we need to as a school district. At the same time, I do also feel that it's important not to lose sight of some of our long term goals. I think Selectman Morin had kind of alluded to some of the pieces that they see on the town side. When we delay some of these longer items, it ends up costing more money in the long run for the town. So my goal when it comes to budget season is providing the most competitive budget that I can, but also keeping in mind that some of the longer term projects, longer term goals that we have in the School District. Different steps may need to be handled right now in order to try to save money in the long run.

The Moderator read, speaking of money, any consideration being given to adding air conditioning to the halls of the schools? Could that be part of the renovations? Chairman Gasdia replied so I know that's said somewhat in jest, but I think that right there is the heart of the problem that that we sort of have right is there is no magic place where the Town or the School goes and buys our stuff. It's so all the prices that go up for everybody goes up for everything else. So when you're looking on the School side, we have many buildings. Would it be nice to have air conditioning? Sure. In some cases, we need to have air conditioning just for accommodations for some of our students, for our staff, we struggle to bring in staff. Well, you know, part of all of us, right? It's your work environment, right? You want to you want to work somewhere nice. And so when we look at the budget, these are all things that we have to look at. And I think when we when we think about in the big scope of things, there are a lot of improvements like air conditioning that, you know, in the middle of August, when we're going back to school is a no brainer. How can you send these kids to school when it's 95 degrees out? You know, I get that every single year. But I guarantee you, if I put air conditioning on the budget, we're going to have a big conversation of why they need air conditioning. That's the balance that we have. And I think that's really the struggle. And I think when we talk about how do we, how do we get the Town behind us, you know? If you haven't had the opportunity, you know, go to a play at a school. Go to a go to a sporting event. See the schools. We have some buildings that are pretty old. Our staff and our teachers and everyone does an amazing job working with what they're working with. But it all costs money. We talk about school safety. Everything we're talking about there, if we're going to get better, that's going to cost money. And so, you know, I understand the budget is key, but sometimes you have to spend money to get all the greatness that we want. I'd love air conditioning.

The Moderator read, for the schools, from 0 to 100%. What percentage of each school in Town is used? I think they're saying use of the schools may be in the off times. I think I don't know. That's just the question. What percentage of each school in town is used? Mr. Beals was recognized and said I would say that on a day to day basis, 100% of all the buildings. I'm not... if we have many are familiar with Harry Potter and that hidden room in Hogwarts that comes out to to accommodate some of the students. If we have that. It's not something I'm aware of. I hope we do. But, you know, in terms of flex space, additional space, we really don't have a lot to any of it. We're seeing specifically at some of our ELC, our Early Learning Center Library Street School is really at at this time busting at the seams. We do not if we had to add if we had an additional influx of students and we had to add an additional classroom, we physically don't have that space. Some of our related services providers we're sharing three or four people are sharing space office space and therapy space in a classroom that has kind of partitioned walls that separates them. And I think the natural second question is, well, have we have we not had more students in past years? And that the answer to that is yes, that's correct. The reality, though, is, is as we go through time, more space is needed to teach them. The

services, our related service providers need a lot more space than they did 10-15 years ago. Our classroom size, we try to keep competitive classroom sizes. We don't want classes of 22- 24 students. Those days of being an effective teacher in front of a massive class, I think that's that's a thing of the past or a thing for colleges to deal with. But space is at a premium, I would say, in the Hudson School District.

Paul, you're either separate follow up that you had mentioned is in off times, I think when school's not in session, whether it be weekends or summers, I think we use a lot of the bigger spaces pretty frequently. Outside basketball programs come in pretty frequently, whether it be weeknights, weekends during the summer to use our gymnasiums and many other community spaces, whether it be the restaurant at Alvirne High School, the theater on the third floor at Alvirne High School or other community spaces that we have in all of the buildings are used, I would say, to really the best of their abilities or to meet whatever needs that we have.

Mr. Campbell was recognized and said we also used some end of year funding at the end of this year to conduct a study that I think we're going to get the results around December about the use of the how we're using the space that we have in our schools. So we'll be able to provide the community with a, with a better understanding of how it's used. Member Beals mentioned a hidden room in Hogwarts. He was obviously talking about the Room of Requirement. It's not just a hidden room. I wanted to clear that up.

Mr. Beals was again recognized and said that study was really, in my opinion, at least needed as a direct result of some of our schools bursting at the seams. Because truthfully, if there is a more efficient way, if we're not using our spaces as efficiently as we could be, if there's a more efficient way to to whether it be a grade breakdown, whether it be a school breakdown, if there's a more efficient way to use some of these, so we're not truly bursting at the seams, we want to know because we want to do it because the reality is, is at a number of our schools, specifically the ELC, we are challenged space-wise.

The Moderator then read, Town side, I heard that the Department Heads have been asked to submit a level funded budget. Concerns have been expressed about a default budget. Those sound like they are the same thing. What's the difference? Chairperson Roy was recognized and said I don't actually, because I think he can probably explain it clearest as revert to Town Administrator. The Town Administrator said, they're not necessarily the same thing. When you look at a level funded budget, what the what the subtlety is level funded as far as the operating part of the budget goes, we have labor costs that increase every year based on contracts. So when the departments submit level funded budgets, what the Board is really referring to is the operating portion of the budget. The Labor part will go up. So you may have some delta between the default budget and a level funded budget for that example.

The Moderator then read, to the School, who approved NOH8 on school grounds and why no disclosure from the Town? Or did the Town think that this was in line with their view School or Town? Chairman Gasdia replied, I actually spoke with a gentleman earlier about this. As far as the actual specifics of this we'll probably just need to look. But essentially, if you want to use our schools, there is a form that you can fill out online. You fill it out if you have insurance, if you meet the requirements that are necessary, it goes up. It's approved by the school principal. And certain in certain cases, it may need to go to a different level. If it's the Hills House, for example, that comes to us. If it's the Hills property. But in general, this is not something that ever comes to the School Board. So this is this is done internally. I think the the issue that was brought to my attention with this is this group supports something that this citizen does not support. And again, we all have our...everyone has their own views. But they were doing a photo shoot. But what they support, I think the question is, is that in line with what we... what we support. And again, don't know anything about it other than what was brought to my attention today. But we can look into it. But in general, we don't discriminate based on a group. If you meet the criteria and you meet the policy and you're going to respect our schools and do different things, then we're going to let you come in and do those things. And in this case, again, it was off hours. It was before school started. But we need to understand a little bit more as to what this



was. But in general, if someone wants to use our property, there's a there's a system they go through. If they align with the policy, we let them use it.

The Moderator asked, does the Town have anything on that? Chairperson Roy replied, the only thing I will say is we don't get involved in the use of school property. That's the purview of the School District and the School Board. So we were not even necessarily made aware that that was going to be there. That's out of our purview.

The Moderator then read, where does the new superintendent feel Hudson is behind other towns? The Moderator then jokingly said, it's only been two months. You should have that all down. Dr. Moulis replied, well, it's a really good question. So, you know, I've been in different school districts. I wouldn't say I struggle with the word behind because I think there's different needs based upon the different school districts and different towns that I've worked in. I would say some of the observations that I have, some of the noticing things that I have is, again, working, as I mentioned in my comments earlier, about competitive contracts, retaining and recruiting teachers and staff. And again, that's not only in the Hudson School District. I think that's in a lot of school districts right now. I think the other challenge and it's not again, I think just to Hudson School District and it was asked in an earlier question is academic achievement specifically due to the pandemic interruptions that we saw with classroom instruction. And how are we having that growth to help our students be successful? There's also a lot of successes that I need, I think need to be celebrated. And I mentioned some of those in my earlier comments with the different pathways for students for success. A wonderful CTE Center that has that has opened and has great opportunities for our students. So, Paul, going back to your question, or your comments. I don't think I have it all figured out in two months, but I would say those are some of my observations that that that I've noticed thus far.

The Moderator then read, are there any surprise visits on teachers to make sure they are teaching the syllabus they say they are teaching? Dr. Moulis replied, why don't I take that question? So again, as part of our summer retreat, both with the School Board and then our administrative meetings that we had this summer, we talked a lot about instructional rounds. So you have your observations that occur, but then also you have instructional rounds. And those are very much, I would classify as providing feedback, authentic feedback that happens. These are some of the notices. These are some of the wonderings I saw in the instructional walkthroughs. And it is going back to the question again, providing feedback. When I think about sports and coaching, you want that formative feedback piece to occur and it needs to be done organically. It needs to be part of a process. But again, it's also about supporting the teachers, supporting the staff member. And for all of us, I think what happens not only in education is that we don't provide enough formative feedback along the way. We provide that summative feedback, but we don't provide a lot of that informal, formative feedback. And again, I go back to the sports analogy of coaching and providing good coaching feedback along the way.

The Moderator then said, question on the renovation. Actually, it's a comment on the renovations as he doesn't respond. But the Police Chief may find this interesting. On the renovation, can we get rid of the conference room behind the SRO office, add a cell and padded room with a bay carport for safety? Mr. Inderbitzen laughed and then said no comment required, Chief. Chief Dionne asked, the SRO office in the school? The Moderator replied, this is on the proposed renovation. Chief Dionne asked on the school? To which the Moderator replied, yeah, not your renovation. I don't think so. It sounded like the school.

The Moderator then said another comment. Memorial School exit in the afternoon is scary for walkers, drivers and the crossing guard, if there is one. School Board member Beals was recognized and said this is something, so over a year ago, the school the School Board decided that we were going to have our own capital improvement committee, if you will. And that goal, very similar to what we heard tonight from the Town and a lot of the Town Master Planning in their Capital Improvement Plan does incorporate different items from the School. But we as a School District decided that we were going to have our own Capital Improvements Committee and we were going to put forward a capital improvements plan, if you will, specifically for the School District. The goal of this plan is to

really kind of provide up to a five year schedule of different projects, whether it be small classroom renovations to roof replacements, lighting replacements, etc. The pedestrian functionality of HMS is definitely a priority that the Capital Improvement Committee identified and put on our Capital Improvement Plan. There is nothing immediately in the works right now. I believe the first step in that process was looking at the different ways people arrive and exit the school, whether it be bus, car, pedestrian or on the bike, and trying to identify how we can potentially separate the pedestrians from the bus, separate the pedestrians from the incoming cars, and create a safe passage for walkers, for bike riders and for parents dropping off their students. So this is definitely a priority that has been identified and will require future attention by the Board and the District.

School Board member Gretchen Whiting then said and I would also just add that we heard a bit about this challenge from the Police Department earlier where there are open positions for crossing guards. And so certainly there is some, it sounds like community concern and some discussion. And so it sounds as though there are positions and if anyone has any availability, in addition to the Capital Improvement Committee, identifying some of those issues from parents dropping off and picking up. Certainly student walkers, it sounds as though there is a potential need in openings for crossing guards as well to address the issue.

The Moderator then said I have one final comment here and then we'll go to closing comments from the Board members and I'll do the town first that they got off easy tonight. Thank you to both Boards for hearing residents and making such great progress working together, it has been very positive to see.

#### Board Member Comments/Closing Remarks

Chairperson Roy was recognized by the Moderator and said, I think I'll just go this way. Ms. McGrath, if you want to make any closing comments? Selectman McGrath replied, I do. One of the things that I'd like to mention, and this is for the Police Chief, if you could work with the School Department about identifying, I've been seeing it a lot on the news about fentanyl and how they're using colored, it looks like colored candy and they're trying to entice children to use it. And that could be the end of their lives. So if you could work with them, the School Department, so that they can identify what is coming across the border in bags, then I think that that would be helpful. And it was something that I was going to mention earlier, but I didn't get the opportunity. So thank you for that. And I think that this was probably a positive, positive meeting and it's being televised. And so for those that couldn't or didn't want to be here, you can at least watch it on TV and see that we're trying to work together for the benefit of all with the benefit of the taxpayer. Thank you.

Selectman Morin was recognized and said to Selectman McGrath's comments. I believe every Board member on both Boards will say the same, that this was a very positive meeting. We got of information. Just going to simply say this Board, the School Board and selectman boards in the future and school boards of the future are going to present budgets to you and they're going to tell the residents what we need. But it comes down to is what the taxpayers want for their town and what they want us to move forward with. I would really ask the taxpayers in town to think about that. We understand it's tough times. We're facing the same tough times that you are, but there are things that need to be done. As I stated, our Department heads have taken cuts, but you haven't seen them yet because they do very well at what they do. The Board of Selectmen works very hard to make sure that the budgets are where they need to be and that our employees have what they need. But we're getting to that point they're not going to have what they need. And that's why we went to go to a zero budget, because we do need to make up some stuff, but we do not want to hurt you either. We understand that. So when it comes time to vote on the budget this year, please take time to really seriously look at what we're asking for. Because we're not going to ask for the world. I can tell you that right now. Thank you.

Selectman Gagnon was recognized and said, thank you. I don't have too much to say tonight. I want to send my appreciation to both Chairman Gasdia and Chairman Roy. I think this was a very positive

example of working together. I spoke to a couple of residents tonight highlighting that this was a first idea was last year. We had a different variation. We've taken input or I should say they have taken input, redeveloped this into what you see tonight. And I think it's been it's been excellent. You know, there's been a lot of bumps in the road for both Boards, I think. But I can personally say I'm very proud of where we've come and where we are today. We are communicating well. We are working together well, for the most part, and we're really honestly trying to do the best for all of our residents. So thank you very much for your effort in tonight's event.

Selectman Guessferd was recognized and said, thank you, Chairman. I want to say, I guess first off, I'm not going to necessarily reiterate, but I'm fully on board with what happened. Morin's comments. We talked about the budget earlier, and I think that's going to be a real key moving forward here. We've also talked a bit about the Master Plan and some of the things that are coming up. Mr. Groth talked about visioning sessions coming up. There's a lot of important people in the house here, but more people out there watching. Bottom line is, all of you come to these sessions, provide your input. 725 people have already provided some survey information. These are the things that are going to move us forward and make us understand what you're looking for in this town as we as we as we move forward in the coming years. Capital improvement projects, you know, working with the School Board is really, is really key. And it goes beyond purchasing, right? It goes into planning capital improvement projects. Your Capital Improvement Plan that you're that you're working with School Board, bring it make it part of the whole thing. You know, it's these are things that are going to benefit the Town and give us direction on where to go. And the things that we need to do with zoning and in planning. So thank you all for coming tonight and taking time. This has been great. As we said, it's a great idea. We need to continue the momentum working all together here. I also applaud the TV show that you and Chairman Gasdia put together. That's also, if you've not seen it, it's again, another part of this whole. I don't want to take too much more time, but thank you very much again and we'll see you at some of these planning sessions.

Chairperson Roy then said, so I'm not going to go over what everybody said. I will sort of reiterate about going to vision sessions, going to meetings, you know, not just Board of Selectmen meetings, but Budget Committee meetings, Deliberative Session. And if you have something that you want to share, share it. None of us, none of us bite. You know, we're all here. We're all on the same team. We want to go forward. So just let us know how you feel about stuff again through visioning session and going to meetings and everything. Again, I want to thank everybody for coming. I thought it was a fairly good showing of folks. There were a lot of great questions and a lot of good discussion. I want to thank the employees again, both the School and the Town for helping us out with this and for the Women's Club for all they did to make this happen. And finally, to Mr. Inderbitzen, thank you very much. That's all I have.

School Board Chairman Gasdia recognized member Mike Campbell who said, I want to thank everyone that came out and talked to us tonight. I want to thank everyone that helped put this together. It's our second year I think.

I think it went even better than last year. And just for a future message, we've got elections coming up in September and November and they're state elections and national elections and those seem to get all the attention. But I hope everyone remembers that the most important elections are in March and that's the Town elections. Those affect you the most. These are two boards that represent you. And I know it's "glamorous" to vote in November for national elections, but it's really the town elections that matter the most. And they have very low turnout as opposed to what we see in November. So I hope everyone will remember to be involved in January during Deliberative Sessions. And to vote in the March elections for Town elections, because those are the most important. And thank you very much.

School Board member Maureen Dionne was recognized and said so to reiterate what several people have said tonight, I just want to thank everyone that came out and all of those involved in facilitating this type of a meeting. I think it's a great positive collaboration for the Town and the School and to get so much feedback directly from the voters. And I would just really strongly encourage everyone to

continue to do that. I think one of the three lines that you hear both from the Select Board and the School Board and then the Department Heads, is that we want to hear from you. And so it's a great opportunity tonight to hear some questions and some feedback and comments. But you hear from the Chiefs that they if you have a question, you can reach out. All of us have an email address that we want to hear from you. So I would strongly encourage everyone to continue to provide that feedback. We all had some great conversations tonight before the meeting, and so I would really just encourage everyone at home listening and those in the audience to continue to do that because we're here to serve you. And that's how we make both the School and the Town a better place.

School Board member Ethan Beals said I'm grateful for the opportunity that we had tonight to collaborate. If I can get on a soapbox for a quick minute, as many of you know, in the last warrant article, we were approved for a \$75,000 playground build at H.O. Smith School. When the Board initially saw the first basically proposal for that playground, the installation fee was nearly 20% of that \$75,000, which to me personally was unacceptable. I think our money would be much, much better served if we did the install our self and then use the additional funds to purchase more equipment. That is to say that that come October 14 through the 16th, we will be constructing the playground at Dr. H.O. Smith School. I am incredibly grateful already by the tremendous outpouring of support. When the reality is, is when Hudson needs it, Hudson steps up to volunteer for many different opportunities already. We heard tonight about different collaborations between all the different departments, between the School and the Town. Already we've reached out to HGTV, who will be filming some component of it. We have volunteers from both the HFD and the HPD. Jess Florence and Jay Twardosky are coming to our pre-construction meeting in a couple of weeks to see what help that they can provide from the DPW point of view. We will be, hopefully in the next day or two, publishing a form for potential volunteers on our website and pumping it out through our social media channels. If you're able to volunteer, please sign up. We will try to create a schedule based on the amount of volunteers that sign up. Of all skill levels, some people may be more apt to using tools and assembling things, but they also need the support, whether it be just someone handing them tools or providing support. We're also going to be accepting donations of whether it be Gatorade, pizza, water, anything to support the volunteers who are constructing it. I appreciate anybody in any and all efforts by anybody to support that ongoing playground build, because I do feel that it's the most cost effective way to build the playground and get the most bang for our buck. If you have any questions, please don't hesitate to reach out to myself or Mike Campbell, who's also helping out lead this playground build.

School Board member Gretchen Whiting was recognized and said as everyone else has said, thank you for HCTV, the Women's Club, and Paul Inderbitzen for helping to make this happen. As well as Chairman Gasdia and Chairman Roy. I just want to reiterate that the Board's top priority is to foster an environment for our students to become successful citizens and to promote lifelong learning, whatever that may look like. The second priority is to create that work environment for those that do that, regardless if it's at the kindergarten level, all the way up to the high school and the CTE level. Those are the top two priorities, really in my perspective as being a Board member, and that's really where I try to make my decisions come from. So again, if you have any questions regarding the budget or policy, how policies are made, what is the role of the School Board in connection to any of that, myself or any one of the Board members would be able to assist with that. But I just wanted to reiterate what our, or my perception of the priority should be. And again, it is it is to the students first and then the environment for those that make that happen.

Chairman Gasdia then said, great. Well, you know, I don't want to repeat everything. So, you know, thank you to absolutely everyone. And thank you to those that are still here. I know when we were putting this together, I think one of the first things Chairman Roy and I looked at and said, 4 hours, that's a long time. But we wanted to make sure that we could incorporate the one on one conversations, have a productive meeting and allow for the questions. And so I think everybody that's been involved, I think both of the boards, right? I mean, at the end of the day, everyone here is a volunteer. And so that's a big deal for all of the Town and School employees, right? This is their job and here they are at 9:00 at night for you. And so I think that's a very big deal and a big thank you to them. You know, our Moderator, you know, I sent him an email and I didn't even doubt for a second

he was going to say yes because he's always, always available to help us. Same thing with the Women's Club. Thank you so much. I simply asked for you to hand out a couple pencils and papers and you've done so much more than that. So we appreciate that. To the Staff of the Community Center. I came by at noon today dreading that I was going to have to try and set up chairs and things like that and everything was set up. And finally, HCTV, whether it's tonight or any other night, this Town really functions through you and you keep us all informed. So thank you for that. Thank you for everybody. Please send us feedback on this so that next year we can inspect, adapt and do it even better.

The Moderator closed saying, thank you. Thank you all for coming and for staying. Everybody's been thanked. I appreciate all of you and hope to see you again.

Meeting televised and recorded by HCTV.  
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